

Elected and Non-Elected Department/Agency Heads (52)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



Salary Resolution	Revised June 11, 2019
Health and Welfare	
Benefit Level	Fulltime (80 hours/1.0 FTE)
Medical	Semi-Monthly County Contribution Effective June 4, 2019 – May 31, 2020 \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$59.22 – Semi-Monthly County Contribution Suspended till June 1, 2020 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	2 times Annual Salary
Supplemental Life – Employee Paid	1, 2, 3, or 4 times Basic Life (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	2 times Annual Salary
Leave Provisions	
Vacation/Administrative Leave	<div> <u>Non-Elected</u> </div> <div> <u>Elected</u> </div>
Holiday	12 holidays per year 1 floating holiday per year (no carryover or cash-out)
Sick – Non-Elected Only	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 Hours per eligible occurrence

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Retirement - Pension	
<u>Tier 1</u> (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	General – 3% at 60 Safety – 3% at 50
<u>Tier 2</u> (Retirement system membership on or after 1/1/2013)	General – 2% at 62; 2.5% at 67 Safety – 2% at 50; 2.7% at 57
Retirement – Other	
Incentive Retirement Savings Plan (IRSP)	3% County (Foundation) Contribution in 401(a)
457 - Voluntary Deferred Compensation	County match of 1 time Employee contribution, up to 1% of base salary in 401(a) (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Salary Resolution for eligibility requirements
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; Up to \$1,830 per year after initial eligibility
Other Benefits	
Automobile Expense Reimbursement (No overnight County assigned vehicle)	Non-Elected Officials – \$215 Elected Officials – \$320
Staff Development/Wellness Reimbursement	\$1,850 per Fiscal Year
Dependent Care Assistance Program (DCAP)	Employee Paid
Health Flexible Spending Account (FSA)	Employee Paid
Long Term Disability	County Paid
Employee Assistance Program (EAP)	County Paid

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium
 - \$350.00 County Contribution
\$81.87 Employee Semi-Monthly Out-of-Pocket Cost

Example #2: Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium
 - \$645.80 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

Example #3: Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium
 - \$990.00 County Contribution
\$115.40 Employee Semi-Monthly Out-of-Pocket Cost

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